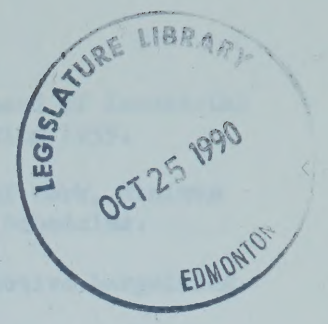
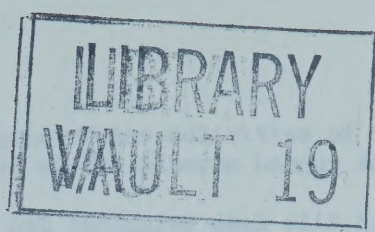


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1959



BOARD OF INDUSTRIAL RELATIONS

ANNUAL REPORT

YEAR

ENDING

1959

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This Report is a synopsis of the activities of the Board of Industrial Relations in the administration of The Alberta Labour Act during 1959.

Parts I and IV of The Act inclusive deal with Hours of Work, Minimum Wages, Labour Welfare, Vacation Pay and Industrial Standards Schedules.

Part V sets forth procedure for the purposes of Collective bargaining.

This report deals with those phases of the Board's work in giving assistance to workers and employers and effecting just and friendly settlements of all disputes.

PARTS I to IV INCLUSIVE

	Jan. 1/59 - Dec. 31/59	Jan. 1/58 - Dec. 31/58	Jan. 1/57 - Dec. 31/57
Number of Board Meetings (Included Public Hearings)	66	44	46
Number of Inspections	36,737	27,681	29,550
Number of Business Places Inspected	11,567	8,435	9,072
Number of Employees Affected by Inspections	83,375	81,010	66,534

SETTLEMENTS MADE:

Minimum Wage Underpayment	9,162.27	9,209.49	12,115.51
Vacation Pay Orders	65,117.85	56,850.01	48,696.35
Overtime Arrears	78,191.86	67,448.12	66,827.53
Unpaid Wages	<u>96,859.31</u>	<u>126,456.36</u>	<u>57,192.27</u>
	<u>249,331.29</u>	<u>259,963.98</u>	<u>184,831.66</u>

Number of Employees Affected by Above Settlements:			
Male	3,782	6,312	3,883
Female	686	560	895

Number of Complaints Received	5,915	6,092	4,309
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Number of Employees for whom
Weekly Increases Obtained to at
least the Minimum Wage:

Male	86	58	77
Female	206	244	358

	Jan. 1/59- Dec. 31/59	Jan. 1/58 Dec. 31/58	Jan. 1/57 Dec. 31/57
Amount of Weekly Increases Obtained for Above Employees:			
Male	395.00	403.58	412.12
Female	<u>510.00</u>	<u>700.77</u>	<u>934.83</u>
	<u>905.00</u>	<u>1,104.35</u>	<u>1,346.95</u>
Number of Holiday Pay Stamp Books sold	32,834	34,630	39,489
Amount of Holiday Pay Stamps Sold Under Order No. 6	2,125,427.79	2,030,120.21	1,876,874.92
<u>INDUSTRIAL STANDARDS</u>			
Number of Schedules	30	28	28
Number of Interviews	603	726	638
Number of Inspections	331	247	175
Number of Complaints	82	76	35
<u>PROSECUTIONS</u>			
Number of Businesses Charged	120	55	48
Number of Charges Laid	207	103	68
Convictions	136	50	55
Withdrawn	34	31	5
Dismissed	2	1	1
Pending	35	21	7
Appeals	NIL	NIL	NIL
Amount of Fines Assessed	7,420.00	1,785.00	1,260.00
Amount of Costs Assessed	999.55	163.65	229.30
Amounts Implicated:			
Minimum	10,980.49	1,013.68	1,387.63
Arrears of Wages	40,332.35	41,721.77	15,063.02
Vacation Pay	<u>17,430.24</u>	<u>4,816.50</u>	<u>1,399.57</u>
	<u>68,743.08</u>	<u>47,551.95</u>	<u>17,850.22</u>

Sec. 11 (1) Failure to Keep Time and Payroll Records	\$ 485.00	\$ 79.55	224	\$ 616.32	12	10	2			
Sec. 11 (4) Failure to Produce Records on Board Order	1,281.33	85.20	690	5,908.40	22	20	1	1	1	1
Sec. 11 (7) Falsification of Records	75.00	5.80	30	19.72	4					
Sec. 29 - Male Min. Wage Order #1	180.00	17.00	155	4,046.95	11	5	4	2		
Sec. 29 - Female Min. Wage Order #2	20.00			50.00	1	1				1
Sec. 29 - Male Min. Wage Order #17	345.00	24.10	80	2,075.73	11	8	2	1		
Sec. 29 - Female Min. Wage Order #19	245.00	18.60	40	3,576.81	8	7				
Sec. 29 - Hours of Work and Minimum Wage Order #20	250.00	160.00	60	1,231.00	1	1	1	1	1	1
Sec. 41 Failure to Pay All Wages Earned	2,432.33	393.10	490	25,384.15	51	30	9	12	1	3
Sec. 43 Vacation Pay Order #5	1,391.34	121.80		10,266.88	52	29	2	10	11	1
Sec. 43 Vacation Pay Order #6	475.00	94.40		6,433.13	22	16	4	2		
Sec. 43 (8) Failure to Obey Court Order	65.00			730.23	9	2	2	5	3	1
Sec. 52 (1) Schedule of Wages and of Hours of Labour for The Painting and Decorating Industry	175.00		60	9,403.76	3	3				

\$7,420.00	\$999.55	1829	\$69,743.08	207	136	2	34	35	8	5
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1207

Appr. No. 1104-1

Particulars

Estimates:

1959 to 1960

Proposed Estimates

1960 to 1961

Final

Estimates

Amount

Expended

Sept. 30, 1959

Unexpended

Balance

B. Expense

Particulars	Estimates: 19 <u>59</u> to 19 <u>60</u>	Proposed Estimates 19 <u>60</u> to 19 <u>61</u>	Final Estimates	Amount Expended Sept. 30, 19 <u>59</u>	Unexpended Balance
2. Printing, Stationery etc.	7,500.00	10,000.00	10,000.00	5,574.31	1,925.69
3. Equip. Permanent	2,000.00	2,050.00	2,050.00	694.32	1,305.68
5. Automobiles	6,200.00	6,000.00	6,000.00	2,013.17	4,186.83
6. Travelling Expenses	19,000.00	19,000.00	19,000.00	6,144.49	12,855.51
7. Freight & Express	100.00	100.00	100.00	48.11	51.89
10. Newspapers & periodicals		100.00	120.00	111.76	111.76 od
11. Postage			2,500.00		
14. Telegrams & Telephones	2,000.00	2,000.00	2,000.00	584.63	1,415.37
15. Wages					
16. Advertising	500.00	500.00	500.00	15.12	484.88
17. Repairs & Replacements					
18. Special Services					
20. Fees & Commissions	20,000.00	20,000.00	18,000.00	8,075.76	11,924.24
21. Material					
30. Misc. Expense	1,100.00	1,000.00	40.00	60.46	1,039.54
34. Steno. Services					
35. Examinations					
50. Gas & Oil					
56. Auto. Insurance	4,500.00	4,500.00	4,500.00	1,819.62	2,680.38
63. Surveys			1,540.00	35.33	35.33 od
76. Rates, Rentals & Insur.					
82. Automobile repairs, etc.			1,000.00	594.00	406.00
55. Accountable Advances	3,000.00	3,000.00	3,000.00	1,764.08	235.92
108. Transportation of Trainees					
119. Tuition & Maintenance					
Other					
TOTAL	65,900.00	69,250.00	70,350.00	27,535.16	27,335.16 38,364.84

A. Expense

Increase ~~staff~~ in Staff - One junior male clerk - \$2400.00 per annum.

Give Details

1 *

One ins. clerk 3960

2 *

One ins. clerk

BOARD OF INDUSTRIAL RELATIONS

PERCENTAGE ANALYSIS OF WAGE RATES IN CITIES AND TOWNS OF THE PROVINCE OF ALBERTA FOR THE YEAR ENDING DECEMBER 31, 1959.

	Alberta 1957	Alberta 1958	Alberta	Edmonton	Calgary	Lethbridge	Medicine Hat	Other Towns
Employees on payrolls	59926	75961	79286	26545	21305	5332	883	25221
% of male employees			72.92	73.54	78.59	66.43	67.16	69.06
% of female employees			27.08	26.46	21.41	33.57	32.84	30.94

RATES OF WAGES:

FEMALE

% under \$20.00 per week								5.83
% \$20.01 to \$22.00 per week			4.07	3.53	3.73	-----	-----	1.36
% \$22.01 to \$24.00 per week			.87	.43	1.05	.11	-----	4.42
% \$24.01 to \$26.00 per week			2.06	1.00	.44	.39	-----	7.33
% \$26.01 to \$28.00 per week			3.29	1.38	.68	.39	-----	15.17
% over \$28.00 per week			9.83	9.69	4.21	1.57	8.97	65.89
			79.88	83.97	89.89	97.54	91.03	

RATES OF WAGES:

MALE

% under \$20.00 per week								2.15
% \$20.01 to \$22.00 per week			1.13	.85	.64	.14	-----	.28
% \$22.01 to \$26.00 per week			.15	.06	.05	.51	.17	.88
% \$26.01 to \$30.00 per week			.48	.37	.16	.65	.17	2.97
% above \$30.01 per week			1.35	.91	.36	.34	2.19	93.72
			96.89	97.81	98.79	98.36	97.47	

LABOUR WELFARE

ANNUAL COMPARATIVE STATEMENT

INSTALLATION OF TOILET,

	HOUSEKEEPING		REST ROOM & LUNCH ROOM		VENTILATION		CHILDREN		HEAT		CHAIRS						
	1957-1958-1959		1957-1958-1959		1957-1958-1959		1957-1958-1959		1957-1958-1959		1957-1958-1959						
Outstanding on Jan. 1	19	9	18	109	133	129	97	79	0	2	0	1	1				
-																	
Number of Instructions Issued	29	86	70	112	83	97	22	1	0	5	1	2	3	0	0	1	1
Number of Instructions Completed	39	87	72	88	87	100	38	80	0	7	1	3	3	0	1	1	1
Outstanding as of Dec. 31	9	18	11	133	129	126	79	0	0	0	0	0	1	0	0	1	1

Board Activities - Part V - The Alberta Labour Act

Certifications -	1956	1957	1958	1959
Granted	141	142	107	144
Refused	22	33	44	21
Returned	18	12	8	20
Withdrawn	10	9	12	6
Pending	14	2	9	6

Suspensions of Certifications

Certifications Suspended	5	4	5	26
Applications Refused	2	3	8	9
Applications Withdrawn	0	3	2	0
Applications Pending	0	3	4	3
Applications Returned			1	1

Conciliations

Completed	69	134	134	97
Pending	26	20	17	10
Withdrawn	3	0	8	5
To Conciliation Board	14	24	67-42	48
Lapsed				2

Conciliation Boards

Unanimous Awards	11	16	23	21
Majority Awards	4	3	30	7
Pending	4	10	7	4
Dissent by Employers Member	1	2	20	3
Dissent by Employees Member	3	1	10	4

In previous years a joint conciliation affecting several employers was shown as one item. In 1958 each individual dispute is shown except where negotiations were carried on by an association of employers.

Conciliation Board Awards

Accepted by Both Parties	7	4	6	3
Accepted by Employers Only	4	3	2	1
Accepted by Employees Only	2	6	24	15
Rejected by Both Parties	2	6	12	3
Settled before Award Submitted			9	6

Votes

Re: Appointment of bargaining agent	30	31	20	37
Re: Conciliation Board Awards	15	19	44	20
Re: Suspension of Certification	0	5	6	18
Re: Strike Action	30	4	11	6

Strikes and Lockouts	1956	1957	1958	1959
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After Provisions of The Alberta Labour Act complied with

Strikes	13	1	8	1
Lockouts	0	0	39	0

Numbers involved in Legal Strikes and Lockout

Employers	13	1	47	1
Employees	1247	25	825	36

Numbers involved in Illegal Strikes reported to the Board

Employers	0	0	3	0
Employees	0	0	574	0

INDUSTRIAL STANDARDS SCHEDULES

In the year 1959, the Minister of Labour received two joint petitions from two employer and employee groups requesting changes in the following Schedules:-

1. Carpentering Industry - Red Deer Zone
2. Plastering Industry - Edmonton Zone

The proposed Schedule of Wages and Hours of Labour for the Carpentering Industry, Red Deer Zone, was not incorporated as the majority of the employers and employees did not agree to formulate a schedule.

The Schedule of Wages and Hours of Labour for the Plastering Industry, Edmonton Zone, formulated a new schedule and the previous schedule was rescinded. The new schedule provided an increase in the minimum wage for plasterers from \$1.60 to \$2.00 per hour.

The existing schedule defines that the schedule covers all the territory within 5 miles from the corporate boundaries of the City of Edmonton.

There is no change in remunerating an employee for any work performed on a Holiday.

BOARD ORDERS.

The Board, after meeting with the parties concerned or after receiving representations from the parties concerned, issued two new Orders and amended three Orders already established.

Board Order No. 27 (1959) Governing Hours of Work and Minimum Wage provides for exemption from the necessity of recording hours of work respecting persons entitled to practice under The Alberta Chartered Accountants Act or The Legal Profession Act and who are employees in the practice of such profession and to enrolled students under the Act.

Board Order No. 32 (1959) was issued providing for Vacations with Pay in the Highway, Pipeline and Heavy Construction Industries, vacation with pay being based on four per cent of the employees' regular pay and the vacation period to be not less than two weeks.

Board Order No. 6 (1958) Governing Vacations with Pay in the Construction Industry was amended to redefine "Construction Industry".

Board Order No. 13 (1958) Governing Minimum Wages and Hours of Work in Camps was amended to permit the accumulation of days of rest over a period of four months rather than three months.

Board Order No. 29 (1958) Governing Hours of Work and Minimum Wages in the Oil Well Service Industry was amended to redefine "Oil Well Service Industry".

